

### Bridges necessary in Chamarajanagar-Kaduvinakatte Road.

Q.—238. Sri U. M. MADAPPA (Chamarajanagar).—

Will the Government be pleased to state:—

(a) the number of bridges that are necessary from Chamarajanagar up to Kaduvinakatte on the Chamarajanagar-Gundlupet Road;

(b) whether any estimates have been prepared;

(c) if so, the amounts of the estimates?

A.—Sri Kadidal MANJAPPA (Minister for Revenue and Public Works).—

(a) There are three causeways on the road. Bridges are considered unnecessary for the time being.

(b) and (c) Do not arise in view of reply to (a),

### Construction of Pick-up to Sagadehalla Chamarajanagar Taluk.

Q.—240. Sri U. M. MADAPPA (Chamarajanagar).—

Will the Government be pleased to state:—

(a) whether an estimate has been prepared for the construction of a pick-up to Sagadehalla of Chamarajanagar Taluk;

(b) the amount of the estimate;

(c) the stage at which the estimate is at present?

A.—Sri Kadidal MANJAPPA (Minister for Revenue and Public Works).—

(a) Yes.

(b) Rs. 12,000.

(c) It is under scrutiny.

### Mysore Spun Silk Mills Ltd., Channapatna (Industrial Tribunal award).

Q.—245. Sri V. VENKATAPPA (Channapatna).—

Will the Government be pleased to state:—

(a) whether there was an Award in October 1954 by the Industrial Tribunal in I.C. No. 31 and 62 of 1952-53 between the Workers and the

Management of the Mysore Spun Silk Mills, Ltd., Channapatna;

(b) what are the terms of the Award and they have been carried out by the management;

(c) (i) whether it has not been brought to the notice of the Government by the Labour Commissioner that the Management have violated the terms of the Award and that there is indiscriminate retrenchment, wages reduction and victimisation; (ii) whether there is labour unrest as a consequence of this; (iii) whether they would lay on the Table all the communications received by the Minister of Labour and the Commissioner of Labour from the Spun Silk Mills Employees' Union, Channapatna, since January 1955, along with the report or reports made by the Commissioner on the subject from time to time;

(d) the action they have taken to set right the matter?

A.—Sri A. G. RAMACHANDRA RAO (Minister for Law and Education).—

(a) Yes.

(b) The terms are as per agreement dated 14-10-1954 (appended) arrived at between the Parties and passed as consent award by the Tribunal.

(c) (i) Yes.

(ii) No.

(iii) No.

(d) Attempts are being made to secure harmony.

### APPENDIX

[Vide reply to Clause (b) of Question No. 245].

### Before the Industrial Tribunal, Bangalore.

I.C. No. 31—1952-1953

I.C. No. 62—1952-1953

The Mysore Spun Silk Mills Labour Association, Channapatna, (First Party).

*Versus*

The Management of the Mysore Spun Silk Mills Ltd., Channapatna, (Second Party).

(SRI A. G. RAMACHANDRA RAO.)

The parties abovenamed submit that the industrial disputes referred to the Tribunal in the above cases, have been settled and the following is the Memorandum of Agreement between the parties :—

1. This agreement shall be in force for a period of one year from the date of this agreement.

2. The Company shall take back into service within a fortnight from this date as many as possible of those workmen who were retrenched on 17th and 24th March 1952 and who have not been taken back till now. Provided that in the case of those that cannot be taken back into service before the aforesaid period, such employees shall be paid compensation as stated in clause 14 herein. A list of such retrenched workmen who cannot be taken back shall be prepared by the Committee referred to in clause 4 hereunder.

3. It is mutually agreed that continuity of service be given to all re-instated workers and those to be re-instated as per Clause 2 the break of service between the date of retrenchment and the date of re-instatement being condoned.

4. A Committee of 4 members consisting of 2 representatives each from the Labour Association and the Management shall be constituted immediately to prepare list of workers to be in the waiting list including those discharged during the period November 1952 to June 1953 and these workers shall first be given a chance of re-employment in the order of their seniority, in case of future recruitment.

5. New employees employed in the Filature and other Departments if any subsequent to the date of retrenchment in March 1952 be discharged and in their places, persons mentioned in the list prepared as mentioned in paragraph 4 above be employed within a fortnight in the order of their seniority. The discharged employees shall be paid compensation according to Rules in the matter.

6. In addition to leave allowed under the Factories Act, workmen

shall be allowed the benefit of sick leave with wages and D.A. on the production of Medical Certificate up to a maximum period of 10 days per year.

7. The monthly membership subscription of the Labour Association shall be collected from the wages payable to the employees. The Labour Association shall furnish the Management with the list of members from time to time and from whose wages the subscription is to be deducted. This arrangement shall be subject to the approval of the Labour Commissioner in Mysore. A letter of request shall be sent by the parties to the Labour Commissioner seeking approval of the above said arrangement.

8. The present Works Committee shall be dissolved and a new Works Committee be constituted and fresh elections for that purpose shall be held as early as possible, not later than 15th November 1954.

9. The annual increments being given subject to the maximum fixed in each Department and which were not given during the last 2 years owing to extraordinary conditions, shall be resumed with effect from 1st October 1954 regularly but not with retrospective effect. The increments due on 1st October 1954 and onwards will be paid.

10. The present Standing Orders shall be revised so as to be in conformity with Law as early as possible and shall be submitted to the Commissioner of Labour for necessary certification.

11. The workmen who were in service on the last Republic Day, viz., 26th January 1954 shall be paid wages for that day, not later than 15th November 1954.

12. The Dearness allowance to employees who are now getting at Rs. 17 per mensem shall be raised to Rs. 18 per mensem and this shall be payable from the date of this agreement.

13. Compensation shall be paid to all the workers daily rated and monthly rated who were retrenched in March 1952 and who were re-instated subsequently from time to time including those to be re-instated under clause 2 at 0-2-0 annas per day for the period of 6 months, the payment to be made not later than 15th November 1954.

14. In respect of those workmen who were retrenched in March 1952 and who will not be taken back within the period stipulated in clause 2 above a compensation of 15 days' wages for every year of service shall be paid in addition to what was paid to them at the time of retrenchment, the payment being made within 1st December 1954. This payment is subject to the condition that the total amount payable as compensation shall not exceed Rs. 10,000. In the event of the total compensation payable exceeding Rs. 10,000 the compensation payable to each workman shall be proportionately reduced so as to limit the total compensation payable, to Rs. 10,000. In case the actual amount payable is below Rs. 10,000 each workman shall be entitled to the actual amount payable to him.

15. The Management agrees to give a flat increase of one anna per head per day for the daily rated employees and this shall be given effect to from the date of this agreement. This increase shall be irrespective of the maximum fixed in each Department.

16. The Management agrees to reinstate the 16 employees named by the

Labour Association in the accompanying list marked "A" within a week from the date of this agreement. Six workers out of the above 16 and who had been criminally prosecuted shall tender letters of apology for their past misconduct and assurances of good behaviour in future before they are reinstated. Their names are noted in the list marked "B".

17. All complaints and serials filed by the parties in the above cases are hereby withdrawn.

18. The parties submit that there are no other disputes between them and that a common award may be made in terms of this Agreement in the above two Industrial Dispute cases.

K KANNAN,

*President, Mysore Spun  
Silk Mills' Labour Association  
(For and on behalf of the  
first Party.)*

BANGALORE,

*Dated 14th October 1954.*

R. SURYANARAYAN RAO,  
*Manager, Mysore Spun  
Silk Mills Ltd.,  
(For and on behalf of the  
Second Party)*

*List "A"*

1.	C. G. Mohamed Peer		
2.	T. N. Ramanna		
3.	M. G. Venkatappa		
4.	M. K. Pillay		
5.	Basavegowda	...	T.1029 Gassing.
6.	Lingegowda	...	T.117 Degumming.
7.	Nagiah	...	T.671 Preparing.
8.	Abdul Sattar	...	T.1013 Gassing.
9.	Ramiah	...	T.F.13 Filature.
10.	Ramiah	...	T.1154 Reeling.
11.	V. Thimma	...	T.651 Preparing.
12.	Thammiah	...	T.1420 Workshop.
13.	M. T. Ramiah	...	T.B.388 Dressing.
14.	Thimma	...	T.990 Gassing.
15.	Reviah	...	T.1425 Workshop.
16.	Kenchu	...	T.17 Boiler.

*List "B"*

1.	Abdul Sattar	...	T.1013
2.	Ramiah	...	T.F.13
3.	Ramiah	...	T.1154
4.	Thimma	...	T.990
5.	M. T. Ramiah	...	T.B.388
6.	V. Thimma	...	T.651.

*Bangalore 2,  
Dated 4th December 1954.*

(Sd.) V. VENUGOPAL MUDALIAR  
*Chairman, Industrial Tribunal.*